

Fiscal Year 2020-21 Incentive Awards for Statutory Positions

Employee	Position Title	Award Potential Range	2020-21 Award Amount
Abeyta, Valerie	Associate Investment Manager	0 - 40%	\$36,547
Alexander, Tamara	Associate Investment Manager	0 - 40%	\$26,930
Andrus, James	Investment Manager	0 - 60%	\$64,361
Bader, David	Investment Director	0 - 75%	\$100,617 ¹
Baggett, Christopher	Investment Manager	0 - 60%	\$70,557
Behl, Jason	Investment Manager	0 - 60%	\$67,661
Bienvenue, Daniel	Deputy Chief Investment Officer	0 - 120%	\$306,658 ¹
Bourdais Fauvelet, Fanny	Investment Manager	0 - 60%	\$69,194
Bowman, Joshua	Investment Manager	0 - 60%	\$61,118
Campbell, James	Associate Investment Manager	0 - 40%	\$38,797
Carden, Steven	Investment Director	0 - 75%	\$121,002
Cardeno, Christian	Associate Investment Manager	0 - 40%	\$33,839
Carl, Keriya	Associate Investment Manager	0 - 40%	\$14,550 ¹
Carmany, David	Investment Manager	0 - 60%	\$57,526
Carrillo, Diego	Investment Manager	0 - 60%	\$71,249
Chan, Wilbur Wai Pang	Associate Investment Manager	0 - 40%	\$35,113
Chang, James	Associate Investment Manager	0 - 40%	\$21,169
Chavez, Ron	Investment Manager	0 - 60%	\$60,709
Chen, Jonathan	Investment Director	0 - 75%	\$135,538 ¹
Cohen, Michael	Chief Financial Officer	0 - 40%	\$113,233
Cole, Matthew	Investment Manager	0 - 60%	\$57,550 ¹
Corr, Sarah	Managing Investment Director	0 - 105%	\$195,608
Crane, Colin	Investment Manager	0 - 60%	\$58,351
Da Conceicao, Nelson	Investment Manager	0 - 60%	\$64,754
Darogheha, Saeed	Investment Director	0 - 75%	\$93,639 ¹
Dawood, Shazia	Associate Investment Manager	0 - 40%	\$31,103
Delfendahl, Jane	Investment Director	0 - 75%	\$108,168
Eberhardt, Robert	Investment Manager	0 - 60%	\$74,907
Ehrlich, Sean	Associate Investment Manager	0 - 40%	\$23,641
Eichman, Todd	Investment Manager	0 - 60%	\$60,932
Eng, Brandon	Associate Investment Manager	0 - 40%	\$37,252
Flynn, Matthew	Investment Director	0 - 75%	\$171,778
Garcia, Rafael	Investment Manager	0 - 60%	\$73,204
Gaviria, Juan	Investment Manager	0 - 60%	\$81,207

¹ Pro-rated award based on time base in position

Employee	Position Title	Award Potential Range	2020-21 Award Amount
Gogan, Christine	Investment Director	0 - 75%	\$108,969
Greenwood, John	Investment Manager	0 - 60%	\$58,160
Grimberg, Scott	Investment Manager	0 - 60%	\$92,469
Gunn, James	Managing Investment Director	0 - 105%	\$130,433 ¹
Gutierrez, Alejo	Investment Manager	0 - 60%	\$38,173 ¹
Hayamizu, Derek	Investment Manager	0 - 60%	\$53,817
He, Nancy Ying	Associate Investment Manager	0 - 40%	\$23,586
Hirst, Kevin	Investment Manager	0 - 60%	\$80,495
Hoffner, William	Chief Operating Officer	0 - 40%	\$75,028
Hsu, Chen-Yi	Managing Investment Director	0 - 105%	\$263,424
Inglett, Michael	Investment Director	0 - 75%	\$127,024
Jacobs, Matthew	General Counsel	0 - 40%	\$127,320
Johnson, John	Investment Director	0 - 75%	\$126,694
Karsh, Andrew	Investment Manager	0 - 60%	\$60,159
Kiefer, Daniel	Investment Manager	0 - 60%	\$71,423
Kiesz, Glenda	Associate Investment Manager	0 - 40%	\$38,990
Kim, Yup	Investment Director	0 - 75%	\$107,813 ¹
Knueven, Dennis	Investment Manager	0 - 60%	\$55,713
Kopkash II, Thomas	Investment Manager	0 - 60%	\$83,392
Kramer, Paul	Investment Manager	0 - 60%	\$81,158
Krimm, Michael	Investment Director	0 - 75%	\$163,354
Lam, Henry	Investment Manager	0 - 60%	\$58,873
Le, Alan	Associate Investment Manager	0 - 40%	\$44,595
Lee, Benjamin	Associate Investment Manager	0 - 40%	\$28,489 ¹
Lessing, Rina	Investment Manager	0 - 60%	\$67,838
Leu, Brian	Investment Manager	0 - 60%	\$57,007
Leung, May	Associate Investment Manager	0 - 40%	\$35,329
Li, Aili	Investment Manager	0 - 60%	\$65,591
Liu, Ping	Investment Manager	0 - 60%	\$71,796
Louie, Michelle	Associate Investment Manager	0 - 40%	\$31,562
Low, Mary	Associate Investment Manager	0 - 40%	\$30,109
Lyons, Angela	Associate Investment Manager	0 - 40%	\$34,612
Mattley, Todd	Associate Investment Manager	0 - 40%	\$31,789
McDonagh, Thomas	Investment Director	0 - 75%	\$127,640
McHenry, David	Associate Investment Manager	0 - 40%	\$36,880
McQuade, Brian	Investment Manager	0 - 60%	\$81,883
Misik, Timothy	Investment Director	0 - 75%	\$108,942

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Employee	Position Title	Award Potential Range	2020-21 Award Amount
Moulds, Donald	Chief Health Director	0 - 40%	\$110,796
Mouton, Bertrand	Investment Manager	0 - 60%	\$94,820
Niebank, Kami	Deputy Chief Compliance Officer	0 - 15%	\$24,259
Nix, Michele	Controller	0 - 15%	\$33,111
Nzima, Simiso	Investment Director	0 - 75%	\$103,665
O'Donnell, Jonathon	Investment Director	0 - 75%	\$90,908
Ong, Ryan	Investment Manager	0 - 60%	\$53,613 ¹
Parks, Brian	Associate Investment Manager	0 - 40%	\$43,412
Paterson, Robert	Investment Manager	0 - 60%	\$101,703
Pattni, Amrish	Associate Investment Manager	0 - 40%	\$38,093
Pevzner, Dmitry	Investment Manager	0 - 60%	\$85,924
Phillips, Arnold	Managing Investment Director	0 - 105%	\$334,559 ¹
Plank, Andy	Associate Investment Manager	0 - 40%	\$36,417
Pontes, Don	Investment Director	0 - 75%	\$83,380
Pottle, Randy	Investment Manager	0 - 60%	\$72,167
Prather, Troy	Associate Investment Manager	0 - 40%	\$25,799
Rao, Arvind	Associate Investment Manager	0 - 40%	\$28,470
Reese, Christine	Investment Director	0 - 75%	\$101,517
Rhines, Craig	Associate Investment Manager	0 - 40%	\$33,359
Riffle, Michael	Investment Manager	0 - 60%	\$44,388
Rodriguez Gonzalez, Irene	Investment Manager	0 - 60%	\$90,185
Rosborough Watt, Lauren	Investment Manager	0 - 60%	\$78,548
Ruiz, Greg	Managing Investment Director	0 - 105%	\$301,378
Sami, Hassan	Associate Investment Manager	0 - 40%	\$41,351
Sampson, Thomas	Investment Manager	0 - 60%	\$58,156
Schlenker, Eric	Investment Manager	0 - 60%	\$66,046
Scripps, Justin	Investment Director	0 - 75%	\$153,755
Seater, Alan	Investment Manager	0 - 60%	\$54,710
Sells, Tamara	Associate Investment Manager	0 - 40%	\$10,957 ¹
Sherwood-McGrew, William	Investment Manager	0 - 60%	\$67,561
Simpson, Anne	Managing Investment Director	0 - 105%	\$160,579 ¹
Sison, Heather	Associate Investment Manager	0 - 40%	\$36,440
Smith, Todd	Investment Manager	0 - 60%	\$91,757
Stokes, Jason	Investment Manager	0 - 60%	\$65,162
Storebaug, Roar	Investment Manager	0 - 60%	\$40,841
Sy, Racel	Investment Manager	0 - 60%	\$45,745 ¹
Szymoniak, Leon	Investment Manager	0 - 60%	\$60,265

¹ Pro-rated award based on time base in position

Employee	Position Title	Award Potential Range	2020-21 Award Amount
Tanner, Dan	Investment Manager	0 - 60%	\$59,913
Taylor, Anne	Associate Investment Manager	0 - 40%	\$38,673
Terando, Scott	Chief Actuary	0 - 40%	\$101,820
Timberlake D'Adamo, Marlene	Chief Compliance Officer	0 - 40%	\$108,009
Vang, Sin Sai	Investment Manager	0 - 60%	\$60,324
Webb, Rhonda	Associate Investment Manager	0 - 40%	\$37,913
Winter, Kevin	Managing Investment Director	0 - 105%	\$179,030 ¹
Yrure, Edward	Investment Director	0 - 75%	\$123,245
Zahorak, Louis	Investment Director	0 - 75%	\$184,018
Zakaria, Bashar	Associate Investment Manager	0 - 40%	\$40,413
Zhang, Pu	Investment Manager	0 - 60%	\$84,887
FY 2020-21 Total Awards	\$9,501,032.00		
FY 2019-20 Total Awards	\$10,600,652.80		

¹ Pro-rated award based on time base in position