



Performance, Compensation & Talent Management Committee Agenda Item Calendar 2021

Month		
January No Meeting Scheduled	February 1. Election of Committee Chair and Vice Chair 2. Review of the Performance, Compensation & Talent Management Committee Delegation 3. Semiannual Status Report on Incentive Plan of the Chief Executive Officer	March No Meeting Scheduled
April 1. Compensation Governance Best Practices 2. Long-Term Incentive Program for the Chief Investment Officer Position 3. Annual Review: 2021-22 Incentive Metrics	May No Meeting Scheduled	June 1. Annual Review: 2021-22 Incentive Metrics 2. 2021-22 Incentive Plan of the Chief Executive Officer 3. Employee Engagement Survey Update
July Board Offsite	August No Meeting Scheduled	September 1. Chief Executive Officer's Report of 2020-21 Performance: Executive and Investment Management Positions 2. Chief Executive Officer's 2020-21 Performance Evaluation 3. Chief Executive Officer's 2020-21 Incentive Award and 2021-22 Base Salary
October No Meeting Scheduled	November No Meeting Scheduled	December No Meeting Scheduled

Updated: April 23, 2021