

INVESTMENT OFFICE INCENTIVE COMPENSATION FY 12-13 Performance Plans

FY 12-13 Proposed Weightings

Level	Set Weightings and Ranges					
	Investment Performance			Business Objectives		
	Total Fund (Set)	Asset Class (Range)	Individual	Total Fund (Set)	Asset Class (Range)	Individual
CIO*	50	-	-	30	-	20
COIO	35	15	-	30	-	20
SIO	20	30-50	-	20	0-20	10
SPM	15	Custom		15	Custom	10
PM	10	Custom		10	Custom	10
AA/RM	35	Custom		20	Custom	10
Level	Overall Weightings Mix					
	Investment Performance (MAX)			Business Objectives (MIN)		
CIO*	50			50		
COIO	50			50		
SIO	70			30		
SPM	75			25		
PM	80			20		
AA/RM	70			30		

FY 11-12 Weightings

Level	FY 2011-12 Weightings and Ranges				
	Quantitative Measures			Qualitative Measures	
	Total Fund	Asset Class	Portfolio	Organizational Leadership**	Individual***
CIO*	70	-	-	20	10
COIO	40	10	5	15	30
SIO	40	25-50	-	10	0-25
SPM	20	30	0-40	10	0-40
PM	10	15-30	0-50	10	0-65
AA/RM	20-40	20	-	10	30-50

* The CIO proposed weightings are listed for informational/illustrative purposes only as the Performance and Compensation Committee has the authority to review and approve the CIO's plan

** Organizational measures included Enterprise-wide Leadership/Management, Investment Office Leadership, and Team Participation- Cross Asset Class Collaboration objectives

*** Individual Measures included Asset Class Priorities, Roadmap Initiatives, as well as individual goals

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FY 2011-12 v. FY 2012-13 – Quantitative Weighting Comparison

Level	Quantitative Weighting	
	FY 2011-12 (Quantitative)	FY 2012-13 (Investment Performance)
CIO*	70	50
COIO	55	50
SIO	60-90	50-70
SPM	30-90	15-75
PM	30-90	10-80
AA/RM	40-60	35-70